City of Lafayette Staff Report

To: Lafayette City Council

From: Steven Falk, City Manager
Tracy Robinson, Administrative Services Director

Date: February 3, 2009

Subject: 2009 Goals

Introduction
The City of Lafayette establishes goals in several ways and forums. Long term goals are articulated in the City's General Plan and the Agency's Redevelopment Plan. Medium term goals for land use are called out in the Zoning Ordinance and through specific plans and other planning tools such as the Downtown Strategy. Fiscal planning for the downtown area is considered at least every five years when the Agency adopts its State-mandated Five-Year Implementation Plan for the Redevelopment Project. The City has also used special committees over the years to help with planning efforts, most notably including the Lafayette Finance Review Committee, the Capital Projects Assessment Committee, the Capital Projects Funding Committee, the Tech Task Force, the Road Repair Task Force, and, most recently, the Downtown Strategic Plan Advisory Committee.

For shorter term planning, the Lafayette City Council meets in January or February each year to discuss its goals for the upcoming year. With input from the City Council, staff then prepares a draft budget, which the Council reviews in May and June, therewith providing funding to complete the goals.

To provide context, *Attachment A* contains a checklist and progress report on goals established by the City Council since 1998. Goals that were established in one year but completed or relisted in a subsequent year are only shown once.

This year, in addition to establishing goals, Mayor Tatzin directed that each goal be accompanied by a draft workplan.

Discussion
At the Council's first meeting in December, upon taking his seat, Mayor Tatzin directed that 2009 shall be the "year of completing tasks" and that the City would not start new programs but instead focus on projects that have already been started. Specifically, Tatzin directed that the City concentrate on certain tasks in 2009 and assigned council members to track progress on the tasks as follows:

Adopt Police Services Plan	Andersson	Tatzin
Open Lafayette Library & Learning Center	Tatzin	Andersson
Implement Financial Review Committee Recommendations	Anderson	Tatzin
Adopt Downtown Strategic Plan	Anderson	Federighi
Fix more failed roads	Anduri	Tatzin
Adopt Parks and Rec. Master Plan	Federighi	Anderson
Adopt Senior Needs Assessment	Anduri	Federighi
Secure downtown parking site	Federighi	Anderson
Adopt budget with alignment of long-term revenues and expenses*	Andersson	Anduri

Per Mayor Tatzin's direction that a workplan be developed for each of this year's goals, we have prepared workplans for the following ten goals:

1. Study Alternatives to Sheriff's Contract
2. Open Lafayette Library & Learning Center to Public
3. Implement Financial Review Recommendations
4. Adopt Downtown Strategy and Specific Plan
5. (Develop A Plan to) Fix More Failed Roads
6. Adopt a Parks & Recreation Facilities Master Plan
7. Complete the Senior Needs Assessment
8. Secure Additional Downtown Parking
9. Develop Plan & Strategy to Acquire Open Space
10. Prepare Lafayette Open Government Statement

*Note that we have dropped "adopt budget with alignment of long-term revenues and expenses" because we do the latter as a matter of routine practice, and added two new goals, explained below:

Develop Plan & Strategy to Acquire Open Space
As you know, the EBRPD was successful in passing Measure WW, the Park Bond Extension, in the November 2008 election. This bond will deliver about $1.1M to Lafayette in per-capita funds. The City has not yet programmed these funds, but they can

be spent at Council's discretion for parks, recreation, or open space purposes. Myriad purposes for the funds might include:

- Renovate / rebuild the Manzanita Room
- Replace the Community Center Roof
- Rehabilitate the Friends Book Room once they are relocated to the new Library
- Construct the dog park
- Jointly fund field maintenance at school sites which receive high sports league use
- Use the funds to pursue goals in the draft parks master plan
- Purchase open space

Regarding the last option – purchasing open space – now may be a particularly good time to do so, given the collapse in real estate prices.

This being the case, staff met twice in January with Councilmembers Anduri and Federighi, and Commissioners Bellenger and Hill, to discuss how Measure WW monies might be allocated, and whether any should be reserved for open space purchases. The group concluded that, because Lafayette does not have a master plan or funding strategy for acquiring open space, it is difficult to reach such conclusions. The group noted that many other cities, including Walnut Creek, do have plans, strategies, and advocates for the purchase of open space, and that Lafayette would benefit from the same.

Prepare Lafayette Open Government Statement
This project proposes to disclose key Lafayette financial data and practices in a document and forum that is open and widely available to the public. If approved, staff would be directed to deliver the "Open Government Statement" to the City Council annually each June. The goal of the project is to place Lafayette at the forefront of open government practices in California.

A draft proposal for the Open Government Statement, including its rationale, availability, and contents, is attached for your review.

Recommendation

Review, discuss, and amend the attached Draft Goals and Workplans for the City of Lafayette for FY 2009.

ATTACHMENT A

PAST YEARS' GOALS

1998 - 1999

- ☑ Complete the revised General Plan
- ☑ Complete and begin implementing the Downtown Feasibility Study
- ☑ Build high quality road and drain projects
- ☑ Create a Creeks Committee
- ☑ Recreate the Downtown Master Landscaping Committee
- ☑ Install new newsracks in the downtown
- ☑ Designate a site for the new Lafayette Library
- ☑ Complete construction of the new Public Works Yard

1999 -2000

- ☑ Contract for all public works services
- ☑ Alter the Sheriff's contract to hire a full-time detective
- ☑ Design and apply new decals for police cars
- ☑ Create a code enforcement program
- ☑ Cleanup the Stoner parcel
- ☑ Rehabilitate the Manzanita Room
- ☑ Complete the planning process for the Downtown Project
- ☑ Acquire Leigh Creekside Park.

2000-2001

- ☑ Allocate sufficient resources to provide high quality road and drain improvements and maintenance in residential neighborhoods
- ☑ Provide funding for and support construction of the Lafayette Plaza Project
- ☑ Adopt new regulations to better protect hillside, ridgeline, open space, and low-density properties
- ☑ Review and approve the Revised General Plan
- ☑ Choose site for new Lafayette Library
- ☑ Allocate resources to implement the approved Technology Task Force recommendations
- ☑ Adopt a master plan for Leigh Creekside Park and provide funding for improvements
- ☑ Work cooperatively with Orinda and Moraga to implement tri-city improvements
- ☑ Appoint task force for Lamorinda trail project
- ☐ Work aggressively to locate and provide off-street parking in the downtown area

2001-2002

- ☑ Revise Mission Statement.
- ☑ Acquire site for the Lafayette Library and explore the feasibility of including City offices in the building program.
- ☑ Review and improve the City's noticing procedures.
- ☑ Review resources, processes and workloads in the Planning Department.
- ☑ Ask the Parks, Trails and Recreation Commission to research the need, feasibility and practicality of creating a dog park in Lafayette.
- ☑ Commence engineering and design work for new ball fields at 711 St. Mary's Road.
- ☑ Upgrade the City's website and on-line resources.
- ☑ Install and make use of Geographical Information System (GIS).
- ☑ Consider amending the redevelopment plan to allow for condemnation of non-residential properties.

2002-2003

- ☑ Adopt the revised General Plan, Hillside Ordinance and Housing Element.
- ☑ Issue debt at low rates.
- ☑ Begin design process for the new library.
- ☑ Develop project candidate list for the next cycle of 5-year CIP and Pavement Management Programs.
- ☑ Encourage the development of public/private partnerships at the BART block Dewing/Mt. Diablo Blvd. sites.
- ☑ Improve the development review process.
- ☐ Adopt an Eastern Deerhill Road Specific Plan.
- ☐ Adopt commercial design guidelines.

2003 - 2004

- ☑ Revise planning and park use fees to better reflect actual city cost.
- ☑ Begin construction of a new Veteran's Memorial Building.
- ☑ Manage design for the new Library.
- ☑ Encourage the development of mixed use projects with affordable housing components.
- ☑ Hold a joint meeting with every City commission.
- ☑ Complete MORTRAC study; bring recommendations to City Council.
- ☑ Encourage the development of new housing for seniors.
- ☑ Complete the Buckeye Fields Improvements.
- ☑ Develop a long-term funding plan and mechanism for capital improvements.
- ☐ Revise the zoning ordinance to reflect changes in the General Plan.

2004-2005

- ☑ Refund outstanding and issue remaining bonds available under 1995 Road & Drain Bond debt ceiling.

- ☑ Place a new road and drain funding measure on the November ballot for consideration by Lafayette voters.

- ☑ Complete design development drawings and commence work on final construction documents for the new Lafayette Library and Learning Center.

- ☑ Recruit, hire, and train a new Police Chief.

- ☑ Consider the establishment of an Arts Ordinance and Commission.

- ☑ Complete an updated trails master plan.

- ☑ Complete construction of a new Veteran's Memorial Building.

- ☑ Adopt a new 5-year implementation plan for the Redevelopment Project Area.

- ☑ Implement housing element programs that increase the supply of senior and affordable housing.

- ☐ Evaluate the existing Lafayette Library building to determine its best use after the library is relocated. *Deferred to the Downtown Strategic Plan*

2005-2006

- ☑ Construct new traffic signal and median islands at the Lafayette Park Hotel.
- ☑ Implement capital improvements from MORTRAC study.
- ☑ Construct bike/ped improvements to Pleasant Hill Road south of Mt. Diablo Blvd.
- ☑ Work cooperatively with Town Center III developers to approve a plan for housing.
- ☑ Renovate Community Center parking lot to accommodate an enlarged roller hockey rink.
- ☑ Consider adoption of municipal environmental strategy, including a Green Building Ordinance.
- ☑ Consider options for providing increased supervision of police services, including consolidations and personnel additions.
- ☑ Evaluate and consider senior transportation options.
- ☑ Encourage the development of new housing for seniors.

2006-2007

Progress on 2006-2007 Goals

- ☑ Demolish the old Veterans Hall and begin construction of Lafayette Library and Learning Center.
- ☑ Re-establish the Code Enforcement Program.
- ☑ Evaluate the efficacy of the Business Registration Program.
- ☑ Work to locate and provide off-street parking in the downtown area in conjunction with housing and/or other uses. *Made unsuccessful offer to purchase Moraga Road property.*
- ☑ Develop a funding strategy to address the City's neighborhood road funding deficiency. *Strategy developed, but not embraced by public.*
- ☑ Develop a funding strategy to increase police staffing. *Strategy developed, but not embraced by public.*
- ☑ Prepare and present a comprehensive report detailing the future financial capability of the Lafayette Redevelopment Agency. Begin a planning process for the expenditure of future funds.
- ☑ Begin process for formation of a subsidiary district to govern the new Lafayette Library and Learning Center.
- ☑ Complete an updated trails master plan.
- ☑ Renovate Community Center parking lot to accommodate an enlarged roller hockey rink.
- ☑ Evaluate and consider senior transportation options.
- ☑ Adopt and begin implementation of the City of Lafayette Environmental Strategy.
- ☑ Revise assessments in the Core Area Assessment District such that the costs of maintenance equal the revenue generated by the district. (Assessment district attempt failed).

2007-2008

Progress on 2007-2008 Goals

- ☑ Identify the City's priorities and develop a long-term strategy to fund them.
- ☑ Investigate the efficacy of a business license tax for Lafayette.
- ☑ Develop a plan for the utilization of the old Lafayette Library. Perform analysis to determine costs v. benefits of moving city offices to old library.
- ☑ Evaluate Community Center maintenance issues and funding; consider sustainable development practices.
- ☑ Pursue affordable housing programs. Work cooperatively with Eden Housing to develop affordable senior housing.
- ☑ Work to acquire and provide public parking in the downtown area.
- ☑ Develop a plan to boost spending on 2008/9 road reconstruction programs.
- ☐ Develop options for increasing staff capacity to complete more road reconstruction projects.
- ☐ Complete the Lafayette Parks Master Plan. In progress.
  Complete the approved 2008 Planning Department work plan. In progress.
- ☐ Complete the Downtown Strategy and develop an implementation plan for its findings. In progress.
- ☐ Complete construction of the Lafayette Library and Learning Center. In progress.
- ☐ Develop a green building program.

ATTACHMENT B

2009 WORKPLANS

City of Lafayette
2009 Workplan
Goal One: Study Alternatives to Sheriff's Contract

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Distribute RFP	1												Completed
Task 2: Interview Consultants		13											
Task 3: Select Consultant		20											
Task 4: Review preliminary report				27									
Task 5: Receive final report and select preferred alternative						1							
Task 6: Begin negotiations with other agencies (including other sponsoring jurisdictions), if warranted							1						
Task 7: Provide notice to Sheriff of intent to retain or abandon contract. Contract requires six -month notice to abandon.												31	

City of Lafayette
2009 Workplan
Goal Two: Open Lafayette Library & Learning Center to Public

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Metal Roof Complete			31										
Task 2: Windows Installed; Bldg Closed-In				17									
Task 3: Raised Floor System Completed							7						
Task 4: Book Shelves Installed							31						
Task 5: Mechanical, Electrical, Plumbing Completed									9				
Task 4: Execute second loan with LLLCF						X							
Task 6: Building Skin Completed							8						
Task 7: Building Signage Installed								7					
Task 8: Site Work Completed							20						
Task 9: Street Frontage Work Completed								27					
Task 10: Building Construction Substantially Complete									15				
Task 11: Library Technology Installation									26				
Task 12: Opening Day Collection Delivered									17				
Task 13: Library Move										3			
Task 14: Install furniture and grand opening											17		

City of Lafayette
2009 Workplan
Goal Three: Implement Financial Review Recommendations

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Establish joint Communications / Charter City Committee		17											
Task 2: Draft goals, workplan and timeline			2										
Task 3: Interim report to City Council						22							
Task 4: Final report to City Council									X				
Task 5: Transfer surplus parking revenue to Core Area Maintenance budget						30							

City of Lafayette
2009 Workplan
Goal Four: Adopt Downtown Strategy and Specific Plan

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Release of Draft Plan for public review	26												Completed
Task 2: Advisory Committee meeting	31												Completed
Task 3: Review of Draft Plan by public, commissions, committees		1											
Task 4: Community Workshop		25											
Task 5: Joint meeting with consultant, Council, commissions and committees				TBD									
Task 6: Acceptance of Draft Plan for environmental review				27									
Task 7: Environmental Review of Draft Plan					1								
Task 8: Public hearings by PC and Council on EIR and Plan										1			
Task 9: Certification of EIR and adoption of Plan by Council											23		

City of Lafayette
2009 Workplan
Goal Five: (Develop A Plan to) Fix More Failed Roads

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Reconvene Road Repair Task Force to discuss status		X											
Task 2: Update roads backlog calculation			X										
Task 3: Update CIP to reflect known revenue			X										
Task 4: Meet with Road Repair Task Force to formulate workplan			**30**										

City of Lafayette
2009 Workplan
Goal Six: Adopt a Parks & Recreation Facilities Master Plan

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Prepare Draft Plan for PT&R Commission Review			X										
Task 2: Present draft plan to City Council for comment.				X									
Task 3: Prepare Draft CEQA document for staff and PT&R Commission Review					X								
Task 4: Present Draft Plan and CEQA document to City Council						X							
Task 5: Hold Public Hearing							X						
Task 6: Adopt Final Plan								X					

City of Lafayette
2009 Workplan
Goal Seven: Complete the Senior Needs Assessment

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Determine scope of the needs assessment													**Completed**
Task 2: Develop and issue RFP													**Completed**
Task 3: Review responses and select consultant													**Completed**
Task 4: Raise funds to pay for consultant	O	N	G	O	I	N	G						
Task 5: Recommend to City Council to contract with BW Research						X							
Task 6: Review background research and population demographics June with BW consultant						X							
Task 7: Hold Community workshops and executive interviews							X						
Task 8: Develop and conduct statistically reliable survey								X	X				
Task 9: Implement data analysis, report writing, and present results										X			

City of Lafayette
2009 Workplan
Goal Eight: Secure Additional Downtown Parking

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Prepare proposal for AT&T re lease agreement for 34 spaces in lot near BART station	15												Completed
Task 2: Bring AT&T lease to Council for approval			31										
Task 3: Incorporate Parking Management & Strategy unit into draft Downtown Strategic Plan	31												Completed
Task 4: Track progress of Downtown Strategic Plan		O	N	G	O	I	N	G					
Task 5: Monitor opportunities to acquire parking in areas called out in DSP		O	N	G	O	I	N	G					
Task 6: Initiate development of expenditure plan and strategy for parking action plan in approved DSP												X	

City of Lafayette
2009 Workplan
Goal Nine: Develop Plan & Strategy to Acquire Open Space

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Council considers formation of Open Space Committee (OSC)		23											
Task 2: Draft mission and goals for OSC for Council review			9										
Task 3: Advertise for OSC members			X	X									
Task 4: Appoint OSC members					11								
Task 5: Recruit for summer intern to help prepare open space master plan			X	X									
Task 6: Prepare draft open space master plan						X	X						
Task 7: Present Draft Plan and CEQA document to OSC, Planning Commission, and PTR Commission								X					
Task 8: Present Draft Plan to City Council										X			

City of Lafayette
2009 Workplan
Goal Ten: Prepare Lafayette Open Government Statement

Activity Date Due>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Status
Task 1: Introduce concept to Council; seek approval		9											
Task 2: City Clerk gathers information for Council review					X	X							
Task 3: Council receives report at the second regular Council meeting of each June thereafter.						22							

ATTACHMENT C

LAFAYETTE OPEN GOVERNMENT STATEMENT

City of Lafayette
Lafayette Open Government Statement

Rationale

The activities and employees of the City of Lafayette are funded with money provided by California's citizens and businesses. These funders have, through the democratic process, voluntarily agreed to pay earned money to the City of Lafayette with the expectation that such funds will be spent fairly, wisely, and efficiently.

The funders are entitled, by ethos, practice, and law, to have access to information about how their money is spent.

The rationale for the **Lafayette Open Government Statement** is to disclose key financial data and practices in a document and forum that is open and widely available to the public.

Public Availability

The **Lafayette Open Government Statement** will be considered and adopted by the city council each year, at its last regular meeting in June.

A copy of the most recently adopted **Lafayette Open Government Statement** will always be available for public review during regular business hours at the Lafayette City Offices and on the City's website.

Contents

The **Lafayette Open Government Statement** will include the following:

1. Finance

1.1. Council resolution adopting current budget

1.2. Summary of all municipal funds, fund balances, and changes

1.3. Summaries of all municipal revenues and expenditures

1.4. Five year forecast

1.5. Graphs and charts describing budget and budget trends

1.6. Salary ranges for all employees

1.7. Most recent audited financial statements and auditor's letter

2. Executive Management and Compensation

2.1. City manager employment agreement

2.2. Council resolutions establishing city manager salary and (if any) bonus

2.3. Base salary, benefits, and estimated total actual compensation for city manager

2.4. Base salary, benefits, and estimated total actual compensation for top five earning city employees

2.5. City attorney contract / employment agreement

2.6. Estimated and actual expenditures for city attorney for current and prior fiscal years

3. Human Resources

3.1. Labor agreements, personnel rules, and all non-confidential documents controlling, prescribing, or describing rules that govern pay and benefits received by city employees.

4. Good Government

4.1. Annual conflict of interest statements of council members and city manager required by State of California

4.2. Approved whistleblower policy

4.3. Approved document retention policy

4.4. Investment policy

4.5. Employee gift acceptance policy

Agenda
Feb. 2. 2009

date 01/26/09

RECEIVED
JAN 26 2009
CITY OF LAFAYETTE

Memo from GORDON MATTONEN

Don;

at our meeting on August 28th we agreed to produce a study result by January 09'.
Our Study Groups decided to highlight a few points in a 'summary' based on numerous notes. If you and the City Council could use our 'Study Goup' efforts in a more detailed way, let us know.

TO	NAME
	FEDERIGHI
	ANDERSON
	AUDURI
	ANDERSSON
	TATZIN
	CITY MANAGER
X	ADMIN. SVCS. DIR.
	COMM. DEV. DIR.
	PLNG. SVCS. MGR.
	ENGRG. SVCS. MGR.
	PUB. WORKS MGR.
	PARKS & REC. DIR
	FINANCIAL SVC. MGR.
	POLICE SVCS. MGR.
	ATTORNEY
	CITY CLERK

Sincerely,
Gordon Mattonen

Lafayette Taxpayers' Association Recommendations re: Budget and LFRC Report

I. Overview

The Lafayette Taxpayers' Association (LTA) commends the Lafayette Finance Review Committee (LFRC) for their great work. The LFRC provided many suggestions for millions of dollars worth of cost-cutting measures. All should be strongly considered. These avenues should be exhausted before any discussion takes place regarding taxes. Additionally, the Downtown Strategic Plan notwithstanding, a freeze should be placed on any projects that increase the city's financial responsibility, particularly if such projects compete with more pressing needs for funds. The LFRC also suggested methods to promote business and development. These should be strongly considered.

Especially in today's economy, taxes would be burdensome and cause long-term damage to the local economy. They are also unlikely to pass, even though, if we take history as a guide, taxpayer funds would be spent on promoting them. Many cuts could be addressed through volunteerism. As an example, Orinda uses volunteers for senior transportation, while Lafayette spends $25,000.

We have put our time and effort into analyzing the budget but have not, in this memo, attempted to micromanage and have kept this report brief. The LTA would gladly volunteer our assistance with any specific issue, at the Council's request.

II. Highlights - *We give our strongest support for action on certain overdue changes:*

- Provide Police Services at a Lower Cost. A Lamorinda Police force seems like a natural fit and an effective solution. Volunteers and city staff could do the necessary research.
- Move the City Offices to Save on Rent. Surely we could find many uses for the old library, but none as pressing as so greatly augmenting Lafayette's budget.
- Reduce Payroll Expenses. The size of Lafayette's staff has grown exponentially over the past four decades, while population growth has been low. Compensation has risen more rapidly than in the private sector. The LFRC gives a cost-cutting option of 10%. The LTA feels that this is a good starting point, though deeper cuts may be warranted in the future, if revenue is under budget or use of service is less than prior year.
- Challenge Parks & Recreation to Become Self-Sufficient. All parks & recreation programs should become self-sufficient, or move in that direction, or be eliminated.

III. Additional Recommendations - *We recommend the following, additional cost-cutting measures:*

- Cut Consulting Fees and Contract Services. Consider setting a multi-year interval to solicit bids on all contract services, which account for a substantial portion of the budget. Additionally, less money should be spent on consultants. Lafayette's growth consultants and ballot initiative consultants can be eliminated. Others can be replaced by qualified, citizen volunteers and due diligence by city staff.
- Prevent the New Library from Becoming a Drain on City Resources by outsourcing to a private library services provider and/or consolidating administrative functions with nearby libraries. Though the City has done a great job finding novel approaches to funding future library operations, the high cost per square foot of the new library highlights the need to be proactive about cost control. The transition from the old to the new library provides an opportunity to lower costs and increase services. The City should issue a Request for Proposal (RFP) for such a transition.
- Create an Environment that Would Encourage Revenue Growth. Suspend or temporarily discount parkland development fees and public art fees to spur revenue-producing growth. Public art and the acquisition of new parkland are not pressing needs, and, in fact, could create further liabilities. Removing these barriers, in conjunction with LFRC recommendations for streamlining government bureaucracy, would strongly encourage general fund revenue growth.

Sincerely,

Gabriel Froymovich, Final Author

Don Lively – Founding Member, LTA

Art Ronat - Citizen

Ed Presten – Citizen

Ned Robinson – Lawyer (Ret.)

Robert Lavoie, CPA, Consultant

Jim Burns, Chemist (Ret.)

Gordon Mattonen – IT Developer (Ret.)